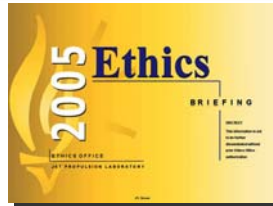




## FY2005 Ethics Training Begins in May!



The live version of ethics training for Fiscal Year 2005 became available the beginning of May. In mid to late May the on-line version will be available to all employees. As with last year's training, our goal is to achieve 100% attendance and have every benefit-based employee trained. Last year we came very close to achieving that goal (see the article on page 2).

The training format will be similar to last year with all new cases and Q&As. Last year we had a video segment featuring Dr. Elachi and General Tattini. This year the video segment will capture senior managers and others talking about ethics from their perspectives.

This year we are teaming with the Project Accounting group to discuss some of the questions raised by employees during the recent mandatory training on time keeping and labor charging. Jim Prikosovits, Fred Fuentes or Diane Newmark will be at each live session to answer your questions.

Another change from last year is a decrease in the number of live sessions being offered--100 (60 open sessions and 40 group/section sessions) compared with 130 last year. With more employees taking the training on-line (46% last year), we found that many live sessions were attended by fewer than 10 employees.

This year, for the group/section sessions, we required a guaranteed minimum of 20 employees. These sessions are already completely booked. If you want to attend a live session, go to <http://hr.jpl.nasa.gov/et/>, click on Course Listing/Enrollment, and then on Ethics Training (Mandatory). There are 50 remaining open sessions scheduled between now and September 30.

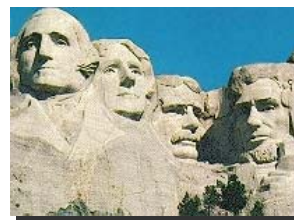
## Survey Says!

The recent employee survey ranked ethics and integrity as one of the three most favorably rated areas, along with safety and diversity. Ethics and integrity were viewed favorably by 82% of employees, with 13% giving it a mixed rating and 5% viewing unfavorably.

At the All-Hands meeting held to discuss the results of the survey, Dr. Elachi stated that he was particularly happy to see ethics and integrity ranked so high by employees.

Ethics and integrity at JPL received favorable ratings from every directorate and all of the 3X divisions with a high rating of 91% and a low of 78%.

These good results are a reflection of you taking our values seriously, asking questions and having the courage to raise concerns that could jeopardize our JPL reputation. Employee attitudes toward ethics are not built overnight but rather they are a reflection of years of performing with integrity and making ethics a part of our Laboratory's culture.



## Which U.S. President Said "Honesty Is the First Chapter of the Book of Wisdom"?

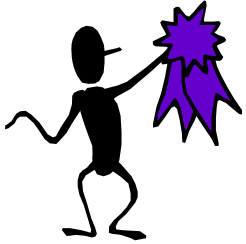
Do you recognize this presidential quotation? See if you can match the president with the related ethical quotation.

- A. "I hope I shall possess firmness and virtue enough to maintain what I consider the most enviable of all titles, the character of an honest man."
- B. "It is weakness rather than wickedness which renders men unfit to be trusted with unlimited power."

*(Continued on page 2)*



## FY 2004 Ethics Training at Highest Level Ever!



In terms of percentage and total number, more employees completed ethics training last year than ever before. A total of 5369 benefit based employees completed the training from a total of 5382. This is 99.8% of the total population. The previous best was in 1999 when 93% of employed completed training.

We want to thank everyone who completed the training, particularly those in management who went the extra mile to ensure that their organizations achieved 100%. Our goal this year is 100% Lab-wide.

## First Law of Ethics: *What Goes Down Must Come Up!*



The Ethics Office has seen a steady decrease in the number of outside business applications (OBA) over the last few years—323 in 2001 compared with 184 in 2004. At the same time we have seen a significant increase in the number of investigations related to outside business activities. This is troubling enough, but even worse is that most of the investigations have resulted in substantiated allegations. (The investigations usually involve conflicts of interest or improper use of JPL resources in the conduct of an outside business activity.)

It is unlikely that the number of employees engaged in outside business activities has dropped off that much, particularly when you consider that the number of employees working at the Lab has increased significantly over the same period. It is more likely that fewer employees are reporting their outside business activities, new activities or proactively seeking extensions or updates to their current activities.

We encourage all employees with outside business activities to complete and submit an application. Even if you think the work has nothing to do with JPL you should submit an application. If you *really* think your outside work does not warrant an application, call or email one of us for an opinion.

## Which U.S. President Said... *Continued from Page 1*

- C. "Honesty is the first chapter of the book of wisdom."
- D. "Respect for character is always diminished in proportion to the number among whom the blame or praise is to be divided."
- E. "National honor is the national property of the highest value."
- F. "Always vote for principle, though you may vote alone, and you may cherish the sweetest reflection that your vote is never lost."
- G. "There are no necessary evils in government. Its evils exist only in its abuses."

Answers: A. George Washington; B. John Adams; C. Thomas Jefferson; D. James Madison; E. James Monroe; F. John Quincy Adams; G. Andrew Jackson